

Overnite Goes Brown

TIME TO ORGANIZE UPS FREIGHT

Six months after buying Overnite Transportation, UPS unveiled its plan on Feb. 28 to change Overnite's name to UPS Freight.

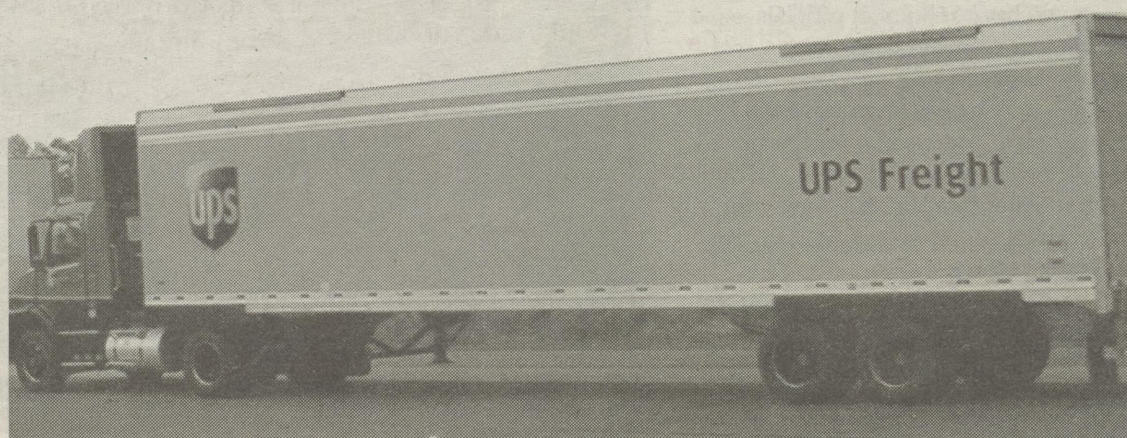
The company's equipment will sport a new logo that combines Overnite's with the UPS brown. "Overnite Goes Brown" screamed the headlines in the trucking press. But this change is about a lot more than looks and a logo.

The launching of UPS Freight is part of a long-term plan by UPS management to wed a nonunion freight company with its existing Teamster parcel delivery operations.

The goal is to bring customers a "single-source provider for any transportation need," says Overnite CEO Leo Suggs.

The sales force for UPS and UPS Freight will cross-sell a combined "transportation package" of both freight and package services. UPS Freight drivers will soon start using the UPS DIAD, the Delivery Information Acquisition Device that Big Brown is famous for.

But that synergy stops at the



union hall door, say industry analysts.

"UPS Freight's key competitors are nonunion companies," Suggs told *Traffic World*. "So, we believe it is important to stay nonunion."

Allowing UPS Freight to remain nonunion could mean the end of Teamster power in the trucking industry. We can't maintain union standards in the freight industry if the most profitable transportation company in the world, UPS, is bankrolling and growing a major nonunion carrier. And we can't maintain our bargaining power at UPS if management can use a nonunion division

to undercut us.

Management is clear about its plans to keep UPS Freight nonunion and integrate it into the core of the UPS operation. Our International needs to be just as clear with an action plan to organize UPS wall-to-wall. The Hoffa administration has been promising to unveil its plans for months. In the meantime, UPS management is charging ahead.

Overnite has gone brown. It's time for our union to go after Overnite.

See related stories on pages 3 and 7.

Order a Convoy Bundle Today!

"Teamsters need news and *Convoy Dispatch* delivers! For nearly 30 years TDU has published this newspaper to help Teamsters stay informed about what's going on in our union. Whether it's a particular contract, employer or developments in the International, you can count on *Convoy* to be there to inform the membership.

"The time for *Convoy* is now more than ever. Teamsters realize decisions made in 2006 will be crucial for the future of our union. Members want to make informed choices. Get them a copy of *Convoy* so they can learn more. Order a bundle today and spread the word!"



Darwin Moore
Local 243
Elected Delegate to
2006 IBT Convention
Pontiac, Mich.

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(313) 842-2600. Fax (313) 842-0227. tdu@tdu.org

Rail Teamsters Under Attack

Engineers and conductors are facing the most drastic attack on job security they have ever seen. Employers want to run trains with only one crew member on board, and the union leadership hasn't been showing much of a fight.

One group of rank and file members isn't willing to take things sitting down. Read what they are doing to put pressure on their national leadership and to build a strategy for beating back the carriers' attacks on their jobs and safety.

Story on page 5.

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Letters From Our Members

Central States Retiree Fed Up

The papers are writing about workers striking because their healthcare costs are going up. But they are not talking about retirees. I ask what's the difference? The Central States health coverage has increased by 900 percent from \$600 to \$6,000 a year. On our fixed income, need I say more? The way I see it is when you have 368 union officials—and the number seems to be growing—making a total of \$54 million a year, and many, if not most of them, have the "family plan" for life at our expense, it's hard to ignore! Maybe it's time the Central States retirees stage their own strike/protest!

Wayne Sharp
Local 89, Retired
Louisville, Ky.

Respect Lost for Hoffa Rubber-Stamp Delegate

Hoffa's dues increase was to pay for his cronies and advisors, with nothing for the membership. My steward was a delegate at the convention where the dues were raised. It caused me to lose a great deal of respect for him.

Harry Varner,
Local 391, ABF
Greensboro, N. C.

The Anti-Union Viewpoint

Your story on UPS and how to avoid harassment is the most pathetic story I have ever read. Go ahead and delete this, as I know you will never publish it. Your members are brainwashed with being inefficient workers, remember.

Whatever happened to working hard? Do you not realize that draining your employer's bottom line only leads to job loss and no retirement? Look at what unions have done to the airlines and many others. Just put in a good hard day's work and reap the benefits.

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227.
E-mail: tdudetroit@tdu.org
Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287.
E-mail: tdueast@tdu.org



Members of Teamsters Local 728 march with members of the Teamster Graphic Communications Conference, Local 8-M, to commemorate Martin Luther King, Jr. Day in Atlanta.

Otherwise you are going to continue the common trend of decreased enrollment and shutting companies down. We know Hoffa is set for life, but what about the rest of us?

Tony Carroll
Local 505, UPS
Huntington, W. V.

Calling All Reform-Minded Teamsters

I am a candidate for delegate in Local 100 for the IBT Convention. I have started writing several resolutions to be submitted at the convention. We need changes which will result in better contract enforcement and pension accountability. We need changes that will protect the rights of our members.

One of my resolutions is a constitutional amendment directed at improving the conference grievance panels (UPS and freight). The change requires that representatives from each affiliated local union systematically rotate onto the grievance panels.

I think this change will lead to

increased panel accountability and better contract enforcement.

I hope to be at the convention and be part of the growth and resurgence of the Teamsters. We will need many good Teamsters to step up and support critical changes. We need Teamsters to suggest changes now, prior to the convention.

I am asking the *Convoy Dispatch* to collect members' ideas to make our Teamsters Union better.

I am calling out to all Teamsters to write to the *Convoy Dispatch*, and say what changes you think we need. Your ideas can help our union and our members. Please send them now.

Solidarity,
Sam Bucalo
Local 100, UPS
Cincinnati

TDU International Steering Committee

Co-Chairs:

Dianne Bolton, Seattle Local 174
Joe Fahey, Milwaukee Local 200
Michael Ruscigno, New York Local 802
Michael Savvoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Willie Hardy, Memphis Local 667
Matt Latzo, Washington Local 639
Bob McNattin, Minneapolis Local 120

Members:

Richard Berg, Chicago Local 743
Nichele Fulmore, North Carolina Local 391
Frank Halstead, Los Angeles Local 572
Larry Macdonald, Atlanta Local 728
Ernesto Perez, Los Angeles Local 396
Sandy Pope, New York Local 805
Mara Quiara, Puerto Rico Local 901

Alternates:

D. E. "Ed" Michael, Salem, Ill., BLET Div. 724
John Walsh, Seattle GCC Local 767-M
Gary Brooks, Chicago Local 705

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in Nov. 2005 for one year. Our Rank & File Convention had 300 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

E-Mail Your Letter

Visit our web page at www.tdu.org and use the link provided there, or e-mail your letter to letters@tdu.org.



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Leedham Hits Road, Gains Ground

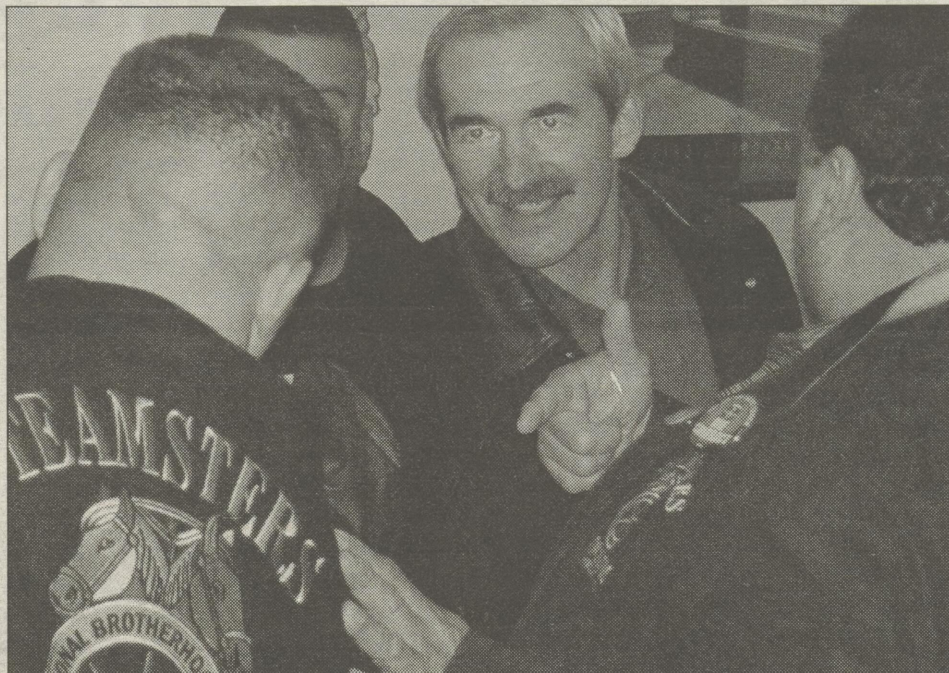
The winds of change are blowing in the Windy City, says Mark Day, a UPS driver in Chicago Local 705.

"The members of my local are getting behind Tom Leedham. We're going to win big-time come November," Day said. "When members hear Tom, they know he's for real. They're tired of the empty Hoffa talk. Tom's the guy they want leading our union when we take on UPS, Overnite or fighting for our benefits."

Day organized a Chicago campaign meeting with Leedham in early March as part of the Strong Contracts, Good Pensions tour. As Leedham Slate candidates hit the road, it's clear the campaign is gaining ground.

At a full house in Boston, Leedham asked the crowd, "How many of you voted for Hoffa last time?" More than 100 hands in the room went up. Not this time around.

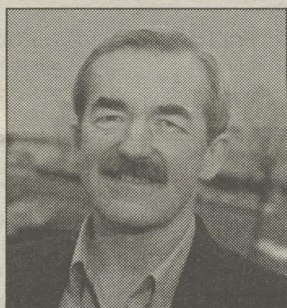
"I went to Hoffa rallies and I cheered with everybody else when he promised 25 & Out and No Dues Increase," Local 82 member Billy MacDonald said. "I



believed Hoffa's tough talk about unity and power. But that's all it was, talk." Now MacDonald is running for convention delegate and building the Leedham Campaign.

For information on where candidates will be next, or to set up a visit by a candidate, contact the Leedham Campaign at (718) 287-6156 or on the web at www.leedham2006.org.

The Road Ahead Runs Through UPS Freight



by Tom Leedham
Secretary Treasurer
Local 206, Oregon

Candidate, Teamster President

Have you seen the photo of Overnite's new tractor trailers? The ones that say UPS Freight on them? Right there, in a snapshot, is the biggest threat facing our union.

UPS is officially rebranding Overnite as UPS Freight. The best-known name in trucking, and the deepest pockets in the business, are now behind our main nonunion rival in the freight industry.

UPS Freight also gives management and UPS Logistics a home-grown nonunion operation where they can direct Teamster feeder work. And you can bet that management will use UPS Freight to undercut our leverage in any future strike—unless we organize UPS Freight and bring those drivers and dock workers into our Teamsters Union.

We really have no other choice. The road to rebuilding our union's power, strengthening our pensions, organizing in our core industries—all these roads lead through UPS Freight/Overnite.

Organizing UPS Freight will not only strengthen our bargaining power at UPS and in the freight industry. It will add at least 10,000 new participants to our

union's benefit plans—helping to reverse the trend that employers and Hoffa's trustees have used to justify benefit cuts.

When you realize the stakes, it becomes clear that Hoffa's disaster at Overnite marks a turning point for our union.

In the 1990s, our union organized thousands of Overnite workers. Hoffa inherited that organizing drive and drove it right over a cliff. He called a reckless strike with no strategy to win, let it drag on for years, and then pulled the plug as soon as the 2001 Teamster election cycle was over. UPS Freight is the legacy of that failure.

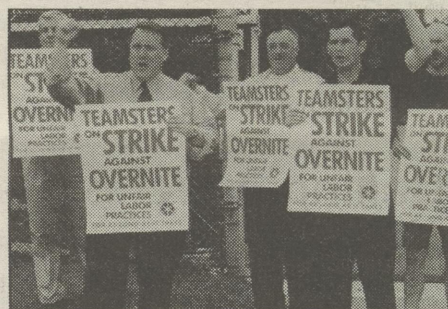
We can overcome Hoffa's failure. But we need a serious organizing plan to do it. We have to start by cutting dues waste and freeing up money for organizing.

We have to train a minimum of 1,000 new member organizers. If you look at our union's history, our most successful organizing has been done by Teamsters who are proud of their union.

We also must organize strategically to boost the bargaining power of our existing membership. Organizing isn't just about adding members, it's about supporting our existing contracts. We need to focus on organizing nonunion competitors like UPS Freight, FedEx, DHL, and other companies who are undermining our industry standards.

The Teamster Convention is three months away. Anyone who attended the last one knows what's coming. In 2001, Hoffa made organizing Overnite a central theme of the Convention. There were speeches, videos, and resolutions—everything but a plan to win.

We can't have a repeat in 2006. We can't play politics when it comes to



Above: A Hoffa campaign ad, before he abandoned Overnite.

Below: Overnite (still nonunion) is now being marketed as UPS Freight.



organizing UPS Freight.

When Hoffa ran for General President in 2001, his campaign ads featured a picture of him on an Overnite picket line, promising to "never rest" until the Overnite strike was won.

They say a picture is worth 1,000 words. Look again at that photo of Hoffa's broken Overnite promise. And look again at the UPS Freight photo. Those pictures sum up the Hoffa record.

It's time for a new direction.

Also see UPS timeline, page 7.

Check out the Tom Leedham Strong Contracts, Good Pensions Website at www.leedham2006.org

Delegate Election Roundup

Leedham delegates win in Hoffa's hometown. A

group of rank-and-file UPS Teamsters running on the Members for Leedham Slate won all five delegate positions in the Local 243 delegate race in metro Detroit—Hoffa's hometown. "This is my first campaign," said John Bell, an elected delegate. "I'm ready to stand up. I have fifteen year to go before my pension. I can't afford to let Hoffa stay in office for another five years."

Budweiser Teamsters

Vote Reform. Bud Teamsters in Local 1149 in Baldwinsville, NY voted two to one for the United Rank & File Slate. "Nationwide, more than 8,000 Teamsters work for Anheuser-Busch," said Katie Brucher who was elected delegate. "We're fed up with the bad contracts and we want to see change."

Opponents of Hoffa's Pension Cuts Win

in both the Central States and Western Conference. Cliff Baker and the Teamsters for Progressive Change Slate swept their delegate race by running on a platform of opposition to the cuts in the Western Conference pension. Local 324 will send two delegates and two alternates to the Convention. The Bubun/Connell Strong Contracts, Good Pensions Slate swept all nine delegate and alternate positions in Milwaukee despite the best efforts of the Hoffa Campaign, which recruited opposition candidates and financed two mailings and five rounds of automated phone calls to Local 200 members.

Tough fight in West. The Dan Scott Membership Power Slate waged a strong campaign and suffered a tough loss in Seattle Local 174—a democratic local with a history of hotly contested local elections. In every delegate race dating back to 1991, members have elected rank-and-file delegates who ran against the local's officers. But in every national election, Local 174 members have voted for reform candidates—favoring Leedham by 2-1 margins in 1998 and 2001. The opposition slate received an estimated \$50,000 in support from the Hoffa campaign, but also campaigned as "neutral" to avoid being associated with Hoffa. Local 174 members predict Leedham will carry the 7,000 members by a strong margin this fall.

New Changes Endanger More Teamsters

Pension Cuts Take A Human Toll

When the Central States Pension Fund trustees, led by chairman Fred Gegare, made drastic cuts two years ago, Teamsters knew their futures were not as secure as they once assumed.

Those close to retirement paid the most attention, and took the lead in the Teamster fightback. These Teamsters thought they were set after nearly 30 years of hard work and couldn't imagine top Teamster officials joining with the companies in such an attack.

But now younger Teamsters are also getting informed and getting involved. Our pension and health and welfare benefits are about the future of our union. Restoring benefits will be key to organizing new members.

"I'm 34 with six full-time and ten part-time years in at UPS," said Chris Janssen from Des Moines Local 90. "There's no guarantee positive changes are coming down the road. Others with my years of experience are getting discouraged. It's hard to see having to work another 25 years to get to the full pension. What happened to the '25 and out' that we won in 1997?"

Janssen isn't the only one with these views. Ross Thompson, a UPS package driver in Kansas City Local 41, commented, "I started driving full-time at UPS in 1990 and had already done five years part-time. My goal was to raise my family and retire by age 55. Now it looks like I'm going to be forced to work until I'm 59 if I want to collect on a full pension."

"I'm not alone. Thousands of package car drivers and Teamsters in other industries are in the same boat. How are our bodies supposed to take it?"

New Rule Can Drive Teamsters Out

The Teamster leadership has no plan to restore the pension and medical benefits that have been taken from retirees. Those who built the union are being dumped on. But, as the brothers Janssen and Thompson indicate, this problem is about the future of our union.

Central States has put into effect a new "seven percent" rule, which could drive more people out of our pension fund. This rule says that every contract negotiated must have a seven percent

increase per year, each year, in pension contributions.

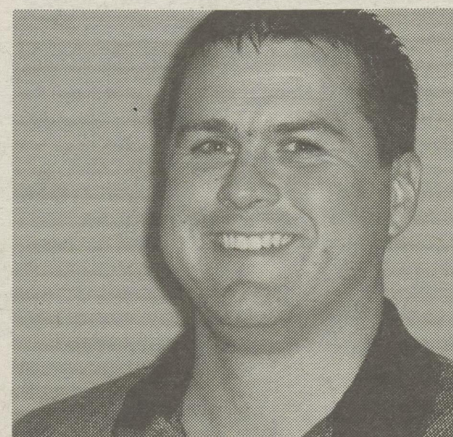
A business rep with ongoing bargaining at three companies right now told us, "This is going to take most of our bargaining power away. At the top benefit level, we have to bargain over 40 cents an hour every year into the pension fund. Where will we find enough money to maintain health benefits?"

If a contract fails to meet the seven percent test, *the Teamsters under that contract will be kicked out of the pension fund.* They are given no other option. This is likely to be devastating for affected Teamsters, and will reduce the size of our fund as well.

The Teamster pension used to be the gold standard for retirement, and can be once again. But we need leadership that has the will to do it.

It's too easy for big-shot union officials who are drawing two or three salaries and earning multiple pensions to forget what it is like for members who are getting their bodies beat up on the job.

This is why TDU members will pro-



"What happened to the '25 and out' that we won in 1997?" says Chris Janssen, Local 90, Des Moines

pose an amendment to the Teamster constitution that would require pension trustees to be held accountable to the membership.

Make Your Voice Heard on Pension Legislation and the Red Zone Amendment

Senate Conferees

Senator Trent Lott (R-MS)
(202) 224-6253

Senator Max S. Baucus (D-MT)
(202) 224-2651

Senator Charles E. Grassley (R-IA)
(202) 224-3744

Senator Kent Conrad (D-ND)
(202) 224-2043

Senator John Rockefeller (D-WV)
(202) 224-6472

Senator Rick Santorum (R-PA)
(202) 224-6324

Senator Olympia J. Snowe (R-ME)
(202) 224-5344

Senator Michael Enzi (R-WY)
(202) 224-3424

Senator Judd Gregg (R-NH)
(202) 224-3324

Senator Edward Kennedy (D-MA)
(202) 224-4543

Senator Tom Harkin (D-IA)
(202) 224-3254

Senator Barbara Mikulski (D-MD)
(202) 224-4654

Senator Jeff Bingaman (D-NM)
(202) 224-5141

Senator Orrin G. Hatch (R-UT)
(202) 224-5251

Senator Mike DeWine (R-OH)
(202) 224-2315

Senator Johnny Isakson (R-GA)
(202) 224-3643

House Conferees

Rep. John A. Boehner (R OH-8)
(202) 225-6205

Rep. Robert E. Andrews (D NJ-1)
(202) 225-6501

Rep. Dave Camp (R MI-4)
(202) 225-3561

Rep. Sam Johnson (R TX-3)
Phone: 202-225-4201

Rep. John Kline (R MN-2)
(202) 225-2271

Rep. H. Buck McKeon (R CA-25)
(202) 225-1956

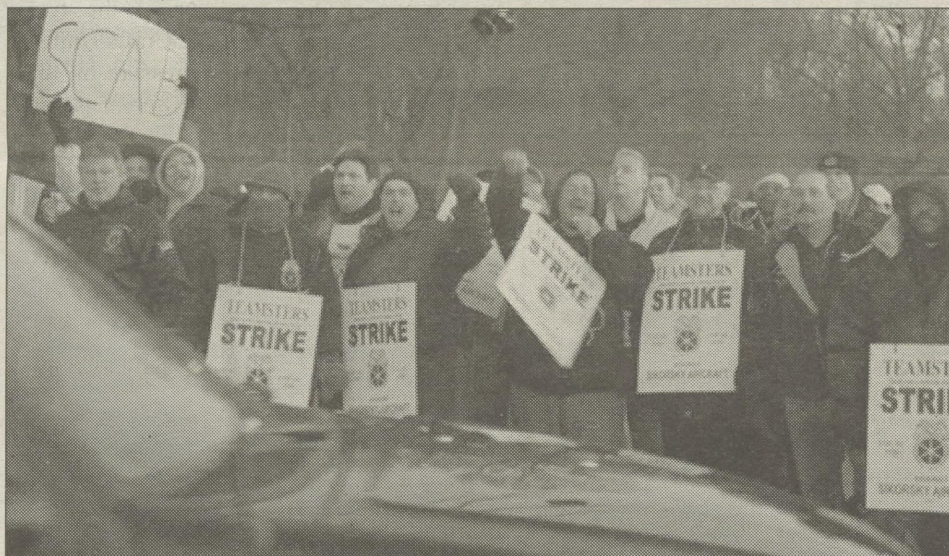
Rep. George Miller (D CA-7)
(202) 225-2095

Rep. Donald M. Payne (D NJ-10)
Phone: 202-225-3436

Rep. Charles B. Rangel (D NY-15)
(202) 225-4365

Rep. William M. Thomas (R CA-22)
(202) 225-2915

Rep. Patrick J. Tiberi (R OH-12)
(202) 225-5355



Teamsters Strike for Affordable Health Benefits

More than 3,000 Sikorsky Aircraft workers in Connecticut and West Palm Beach, Fla. have been on strike since Feb. 20th, when workers overwhelmingly rejected a contract that would have dramatically increased healthcare costs. Sikorsky Aircraft, which assembles military helicopters and aircraft, has refused to negotiate with Local 1150 members. Workers have stood firm.

Pension Legislation Up for Vote

Pension reform legislation will be reviewed by a conference committee of Senators and Representatives in late March. A final vote on the measure could take place in April.

The bill before the conference committee retains the Red Zone Amendment that would allow pension funds to cut certain benefits participants have already earned. If approved this would gut long-standing anti-cutback provisions of the federal pension law, ERISA.

"Now is the time for Teamsters to contact representatives and express opposition to this part of the bill," Local 391 retiree Frank Bryant pointed out. "Some

of us traveled to Washington in August to meet with Senate staff about this, and it was effective in keeping the wording out of the Senate version. But now it is back and we need to turn up the heat."

The Hoffa administration initially campaigned for the Red Zone Amendment, but more recently has come around to opposition. We hope they will join us in helping stop this anti-worker provision.

The box at left lists members of Congress who are on the committee that is reviewing the legislation. Please contact them to voice your opposition to the Red Zone Amendment.

Employer Demand Threatens Jobs and Safety

Rail Workers Pressure Leaders To Fight Against One-Person Crews

Imagine trains carrying toxic chemicals or nuclear waste through your town and across the wilderness. Now imagine that the train is operated by a lone employee working long hours. The first part is already reality. The part about a lone employee is the goal of the railroad employer group, the National Carriers' Conference Committee (NCCC).

All-Out Attack on Rail Workers

The carriers first put out their plan to go to single-employee operations about 15 months ago, when they issued their bargaining demands to the Teamsters Brotherhood of Locomotive Engineers & Trainmen (BLET) and the United Transportation Union (UTU). Their proposal not only included the drastic attack on jobs, but proposed that the BLET and the UTU negotiate directly against each other to decide whether the engineers or the conductors would take the biggest hit. The UTU represents primarily conductors.

Any attacks on a contract should be met with a fight, but the demand to eliminate the crafts of engineer and conductor calls for extraordinary resistance. From the start, the employers gambled on a longstanding war between the BLET and the UTU to assist them in their strategy of divide and conquer.

Public and Workers at Risk

With only one set of eyes and ears aboard, the safety of the workforce and the general public is vastly compromised.

Crew fatigue is already a major issue on the rails. This danger is doubled with a reduction to one lone employee. Also, when a lone worker becomes injured, ill

or otherwise in need of assistance, there would be no one who could come to his or her aid. And without a second crew member to help read signals and monitor the train, potentially fatal mishaps like train-motorist collisions could rapidly increase.

Rank and File Resistance

In spite of the overwhelming danger to the members and the public, the leaderships of the UTU and BLET showed no particular interest in fighting the carriers. Instead, they played into the hands of the NCCC by ratcheting up their raids and propaganda warfare against each other.

The rank and file members of the two unions were not impressed. Most would rather see their dues money go towards fighting off employer demands than spent on destroying the union of their co-workers. Engineers and conductors formed a group whose aim is to stop the inter-union warfare once and for all by bringing about a merger of the two unions. Railroad Operating Crafts United (ROCU) began creating pressure on the unions to put aside their differences and put the members first.

"When our employers lit the house on fire with their demands, all our unions could do was argue about who forgot to put batteries in the fire alarm," says Illinois engineer Ed Michael. "ROCU wants to stop the bickering and focus on the real problems engineers and conductors face on the job."

Hundreds have contacted ROCU, asking how to help stop the destructive behavior of their unions. In January, the group initiated a petition drive that has circulated the continent and garnered



Last January, a train wreck in Graniteville, S.C. cost the lives of nine people and injured hundreds more. Chlorine gas belched from the cars for three days before it could be contained. Experts say train accidents could increase if engineers and conductors are replaced by a lone "transportation employee."

thousands of signatures, demanding that the unions stop fighting each other and start fighting single-employee operations. Then, in February, the UTU and BLET announced that they would do just that.

Change of Heart

The announcement that the two unions would call off their raiding was followed by vows of utmost unity.

Naturally, members hope their leaders are sincere about their newfound unity, but there are also signs that the funds to protract the fight may have been dwindling. The UTU failed to persuade its delegates to pass a five dollar dues increase and have since announced that they will be eliminating eight vice presidents—quite a cut! Department of Labor LM-2 forms show that in 2004, half of all UTU dues income was funneled into a pension fund for officials, so it is unlikely that those eight vice presidents will suffer much.

Meanwhile, BLET President Don Hahs has political worries, and may be

looking to shore up support by appearing to at last engage the carriers in a fight. He is up for election this year and faces at least one serious challenger.

Beyond Rhetoric

The UTU and BLET have issued some very nice statements about uniting to fight single-employee operations, but members are still waiting to see results.

ROCU activists have their own idea for action. They say the unions should take the fight into trackside communities that would be affected by derailments resulting from fatigue. They say coalitions should be made with other labor unions and community groups. And even though labor law makes work stoppages difficult, they want to see preparations for a strike, should it be necessary.

The Track Ahead

Previously, the UTU officialdom has sworn it would never merge into the Teamster Rail Conference, claiming that truck drivers compete with rail workers. "By that logic," says Milwaukee engineer Ron Kaminkow, "Union Pacific conductors shouldn't belong to the same union as those that work for their biggest competitor, BNSF. That, of course, is absurd. All transportation workers need to stick together to prevent us being whipsawed against one another by the companies."

The UTU may be listening. Although no engagement has been announced, some are hearing wedding bells. "It's hard to say what their plans are," says Little Rock conductor Jim Eubanks, "but one thing is for sure: we want a different kind of union. We don't just want our unions to merge so that officers can have bigger perks; we want a truly democratic union for the operating crafts."

Editor's Note: Just as Convoy was going to press, a judge ruled that UTU may refuse to bargain at the national level over crew size, though it would still have to bargain at the General Committee level. It is uncertain how this development will affect matters.

BLET President Hahs to Face Challenger in 2006 Election

A high-level official of the Teamster Rail Conference's Brotherhood of Locomotive Engineers and Trainmen (BLET) announced that he will challenge President Don Hahs for leadership of the BLET.

Tom Brennan served as the staff counsel for the national division for eight years, before suddenly resigning his position in early February. "In my opinion, [Hahs'] views and decisions are adversely impacting the survival of our craft and organization," Brennan wrote in his resignation letter. Since then, he has exercised his seniority on the Norfolk Southern.

In his declaration of candidacy, he claims that the "business as usual" attitude of Hahs and past presidents has

made the BLET weaker with respect to the carriers and to rival union UTU, even as the rail industry is reaping "record profits." He also implies that Hahs has not only failed to appreciate the work of the rank and file, but also failed to develop an effective working relationship with the Teamster administration. He declined to comment for this article, but says position statements will be forthcoming about his vision for the BLET.

One Member, One Vote?

The BLET officer election is scheduled to take place at its national convention in Las Vegas this June—one week ahead of the IBT Convention. But officers may be forced to abandon election

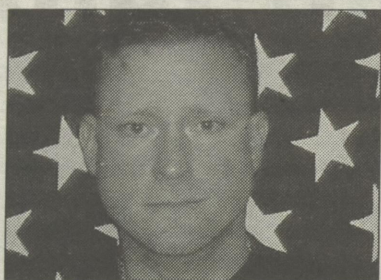
by delegate and submit to direct election by the membership instead.

A number of BLET divisions have endorsed an initiative to adopt direct elections of the national officers. The initiative, which is gaining momentum, is close to the threshold of support that would require Hahs to hold a membership referendum on the issue.

Time is running short, but it is still possible that the initiative could be passed before the convention—in which case delegates could only nominate candidates for national office. The mail ballot election would take place within 60 days of the convention. So far, neither Hahs nor Brennan has issued a statement regarding their views on direct elections in the BLET.

Dump Hoffa in 2006

The Most Crucial Decision You Will Make as a Teamster



by Ed Taylor
Philadelphia Local 107

This is a pivotal time for all of us. Perhaps the most crucial decision we will make as Teamsters is the choice we make in the upcoming election for General President of the IBT. That person will be responsible for, among other things,

Freight Lines

Freight, Carhaul Teamsters to Get Raise

Freight and carhaul Teamsters will make less this year than last due to wages lost to inflation—despite COLA increases that will take affect next month.

On April 1, freight Teamsters will get an extra ten cents because inflation has jumped to 4.1 percent over the past year, triggering a payout from the cost of living clause in the National Master Freight Agreement. Under the NMFA, a COLA kicks in when inflation exceeds 3.5 percent—so freight Teamsters will get an extra dime or slightly less than one-half percent of the wage rate.

The carhaul contract has superior language, so carhaulers will get 21 cents per hour, or about one percent, on June 1. Carhaulers suffered a two-year wage freeze in the present contract, and lost six percent of real wages to inflation, so the one percent increase is more than welcome.

These COLA increases are in addition to the regular wage increases of 45 cents (two percent) for freight, and 40 cents (1.9 percent) for carhaul. The COLA for freight mileage pay is .25 cents per mile, and for carhaul it is 1.05 cents per loaded mile and .525 cents per running mile.

Even with COLA payout, freight and carhaul Teamsters will lose real wages over the year to inflation. Freight Teamsters will make 33 cents less this year than last, measured in real wages, the economists' term that takes into account inflation. Carhaulers will make 27 cents per hour less.

International officers will get a COLA raise on July 1, calculated on a rather different formula, the details of which will be known in May. If inflation for that period is 4.1 percent, the COLA raise for James Hoffa will be \$5.03 per hour, with similar increases for other IBT officials.

Yellow-Roadway Coast to Coast Nonunion?

New Penn, YRC's subsidiary in the Northeast, now has an arrangement with USF Reddaway and USF Glen Moore to pick up freight in the East and ship it west via Glen Moore, to be delivered by Reddaway. That's good for unionized New Penn; the problem is Glen Moore is nonunion, and Reddaway is partly union. All these companies are subsidiaries of YRC. It would be nice if transcontinental freight was being hauled by Yellow or Roadway Teamster drivers. The solution is to demand complete neutrality from YRC and unionize the carrier wall to wall.

Freight Panel Corrects Decision

On Feb. 21, the National Freight Grievance Committee issued a clarification in a case from Local 776, which protects the right of a freight Teamster to appeal to a third doctor regarding a DOT physical. If the company doctor disqualifies an employee, and the Teamster's personal doctor gives a conflicting diagnosis, the Teamster can appeal to a third doctor. This document corrects what was a very wrong-headed decision issued on Feb. 3. That decision was made available on TDU's website, and many Teamsters got mighty involved in the issue. A copy of the clarification can be found at www.tdu.org.

Battle Over Hours of Service Continues

On Feb. 27, Public Citizen filed suit in the U.S. Court of Appeals to review the hours of service regulations put into effect by the DOT. The suit aims to reverse certain parts of the new regs, including the extension of driving time to 11 hours and the 34-hour restart provision.

In July 2004, the same court struck down the same regs because the DOT refused to take into account the health of truck drivers. The DOT tried to address the issue but came back with the same regs in August 2005. Public Citizen is supported in the case by the Teamsters Union, Citizens for Reliable and Safe Highways, Parents Against Tired Truckers, and Advocates for Highway and Auto Safety.

negotiating the next UPS contract and National Master Freight Agreement. Both have trickle-down effects on every other Teamster contract that is negotiated.

It is imperative that James Hoffa not be that person. A look at what happened to nearly 2000 Red Star Teamsters tells you why. Bear in mind that Yellow Roadway Corp. (YRC) and Bill Zollars will be negotiating for four of the five freight companies left in the National Master Freight Agreement.

Consider how USF transformed USF Red Star into USF Holland, and how that will impact your contracts and working conditions in the future. USF Red Star closed and reemerged shortly after as USF Holland. Unfortunately, what didn't reemerge was close to 2,000 Teamster jobs.

Despite promises to the contrary, when the dust settled the IBT recouped only around 20 percent of those Red Star jobs. In addition to that, our contract was replaced by Holland's oppressive work rules. What do those work rules mean to you? Well, if you work on the road for Yellow, Roadway or New Penn you just might have to get accustomed to sleeping out five to seven consecutive days. If you are a straight dock man, then you may be out of a job. If you are a city driver, get used to working the dock for three to four hours before you hit the street. YRC owns USF Holland; to think that they wouldn't want those same advantages is foolish. And, although Hoffa and Tyson Johnson vowed to "fight" for us, it seemed like they were more interested in

accommodating the company. If they "fight" for you the same way, get used to working conditions that are substandard to even nonunion companies.

Red Star Teamsters were left to fight for ourselves. We filed a WARN Act lawsuit and unfair labor practice charges against USF when it was clear to us that Hoffa had abandoned us. We recently won a \$7 million settlement for the members from USF and YRC from that lawsuit. Then, Hoffa shamefully took credit for the efforts of the rank and file.

To read more about what could be your future, go to:
www.RedStarTeamsters.com.

We need strong leadership that will stand up to YRC, UPS and other companies, not a president who will placate these corporate giants, and in doing so sell out the membership. We need a president with integrity and compassion for the members, as well as passion for the job.

What we need is a president who will lead, instead of being led. These characteristics and attributes describe Tom Leedham. He will inspire and rejuvenate the membership and replace the apathy that has gripped every local with a renewed sense of pride.

Leedham will also reestablish and demand respect for Teamsters at the workplace, where—under Hoffa—management abuse of members has apparently become commonplace. Also, the stagnation of the growth of our union is rivaled only by the almost nonexistent increase in our rates of pay. Things must change now, before it is too late!

Gold Rush!

by Aric A. Roeller
Local 638, Minneapolis

Gold! Rumors of gold! It was said to be everywhere! According to Horace Greeley of the *New York Tribune*, "Fortune lies upon the surface of the earth as plentiful as the mud in our streets." So began the historic California Gold Rush of the late 1840s and 1850s. Most came away with nothing more than fool's gold.

History repeats itself. This time the promise of gold has hit UPS facilities in the form of a rogue group called APWA (The Association of Parcel Workers of America). This group intends to be a "UPS Only" union that promises equal or better pensions and better health coverage than what we currently have. If this doesn't sound like gold, I don't know what does!

I caution you not to be fooled by their glam and glitz.

The APWA has retained attorney Tom Coleman, the former Chairman of the CUE Labor Lawyers Advisory Committee. CUE stands for "Council on Union-Free Environment." The group is

comprised primarily of business and industry executives.

It is quite clear that a growing number of Teamsters are not content with the current direction of our union.

The answer, however, is not to take your ball and go home. The answer is as simple as this: get involved in the union you currently have.

Would you consider exchanging our Teamsters Union for an upstart antiunion association? If you even consider this exchange, realize that you will end up with nothing but empty promises and a much bigger set of problems.

The APWA is "prospecting for gold" and I encourage you to see this for what it is: a slick and alluring effort at union-busting.



Union's Future on the Line

PR Won't Organize UPS Freight

Ever since UPS announced it would buy Overnite Transportation, the Hoffa administration has been promising to unveil a "comprehensive plan to both organize Overnite and win a good contract."

Teamster members and officers are still waiting.

Nine months have passed. During that time, Hoffa has issued six press releases

trumpeting plans, meetings, and the union's "renewed commitment to organizing Overnite."

Last June, the IBT called Teamster leaders from every UPS local to Chicago for a national meeting where Overnite was to be at the top of the agenda.

No organizing plans were announced at the meeting, and no plans have been put in motion since—just four more press

releases.

In the meantime, UPS management is moving ahead with plans of its own—and those plans do not include Teamster representation at Overnite.

"We believe it is important to stay nonunion," said CEO Leo Suggs.

UPS management is backing up its plans with actions—buying Overnite, changing its name, purchasing new

equipment, cross-training its sales force, and integrating nonunion operations into the Teamsters' largest employer.

This threat to Teamsters at UPS and freight—and to our union's benefit plans—needs to be met with more than press releases. It's time for less talk and more action.

March 6, 2006. UPS Freight CEO Suggs announces "we believe it is important to stay nonunion."



UPS has moved swiftly to integrate Overnite

May 15, 2005. UPS announces it will acquire Overnite

Aug. 4, 2005. UPS shareholders approve \$1.25 billion acquisition of Overnite.

Feb. 28, 2006. UPS announces it is rebranding Overnite as UPS Freight. Industry analysts foresee both growth and integration into UPS operations.

May 16, 2005. IBT issues press release: Hoffa says the Teamsters will "closely monitor UPS' purchase of Overnite to make sure members' jobs are not adversely impacted."

June 17, 2005. The IBT issues a press release: local union leaders will meet and the "Overnite Acquisition" will be at the "Top of the Agenda." UPS locals are told they will be briefed on the IBT's plans to organize Overnite.

June 29, 2005. Union leaders from UPS locals meet in Chicago with Hoffa and Ken Hall. Ten minutes of the meeting is devoted to Overnite. Hall reports that "the IBT has a plan." No specific plans are announced.

July 25, 2005. IBT issues press release: "renewing its commitment to organize Overnite Transportation." No specific plans are announced.

Aug. 5, 2005. IBT issues another press release: "The Teamsters Union is putting together a comprehensive plan to both organize and win a good contract at Overnite." No specific plans are announced.

Mar. 1, 2006. IBT issues press release: Ken Hall says, "The Teamsters Union will remain vigilant by monitoring Overnite/UPS Freight operations." No specific plans are announced.

Missed Opportunity

No Reopener at DHL

From coast to coast, DHL Teamsters feel the same way: Hoffa did the company's bidding and didn't even bother to consult the affected Teamsters. Much anger is focused on the union allowing DHL to leave the freight grievance panels for more pro-company panels, but a second issue also demands an answer: why did the union fail to exercise the option to reopen the contract?

The contract reopener was put in the contract for good reason. It would have given us leverage, right now, on critical issues like organizing all the DHL contractors. And it would have given members the right to vote on changes, including changes in the grievance procedure. Is that why the Hoffa administration allowed the reopener deadline to pass without taking action?

Some officials, including Chuck Mack in California, have tried to convince members that DHL management wanted the contract open. If that were true, why didn't they reopen it? Either party had the

right to reopen. Why would the company want to allow any possibility at all of a work stoppage at this time? The leverage belonged to the union, and the leadership instead collapsed.

Meanwhile, Local 249 continues to struggle to collect the grievance procedure award of over \$200,000 for members who lost work due to subcontracting at the Pittsburgh airport. They have the right to strike over the issue, even though the International Union has refused to sanction one. (Joint Council 40 did grant sanction.) Reportedly they are considering legal action as well as a possible work stoppage.

The International Union, in the person of International rep Brad Slawson, tried to undercut the local union and cut a backroom deal with DHL, but DHL lost the issue a second time at the joint area committee and is legally bound to pay the affected Teamsters. Why does the Hoffa administration continue to do the company's dirty work on this issue?

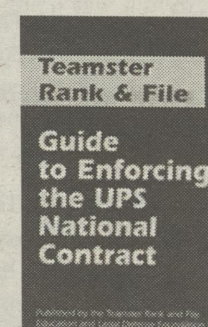


Hoffa has responded with press releases.

UPS Logbooks (\$3 each or \$2.50 each when order five or more)

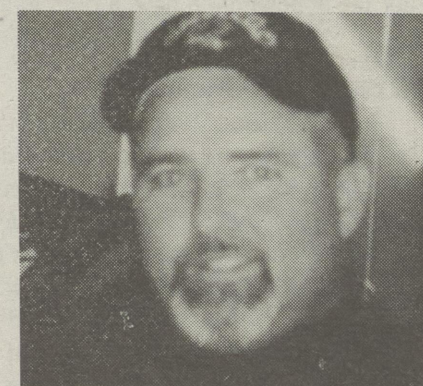
Guide to Enforcing the UPS National Contract (\$10 each)

To place your order call TDU (313) 842-2600



"Everyone in my barn is definitely unhappy with the change in our grievance procedure. First of all it was done without our knowledge. I don't see how we're going to get a fair shake. Management is saying 'take it to the panel.' They can't wait to go there. We were sold right down the river by Hoffa."

Jim O'Brien
Local 25, DHL
Boston



Teamsters Serving Their Country Told They Can't Serve Their Union

Soldiers, Parents, and Injured Workers Suffer Under 24-Month Rule

Last October, when Local 25 Teamster Dave Vallone returned from 18 months of active duty with the Army Reserves, he looked forward to returning to work as a shop steward—and to running for delegate to the Teamster Convention.

Then Vallone, a 26-year Teamster,

learned that he was ineligible to run for delegate because his military leave caused a break in his dues payments.

"I couldn't believe that I lost my right to serve my union because I'd been serving my country," Vallone said.

The Teamster Constitution and the Election Rules both require members to pay their dues for 24 consecutive months before nominations in order to be eligible to run for convention delegate or union office.

"I couldn't believe that I lost my right to serve my union because I'd been serving my country." —Dave Vallone, Local 25, Boston

This rule is strictly interpreted and bars members from running based on technicalities that have nothing to do with loyalty to our union or members' commitment to paying their dues.

For example, Vallone's breaks in his dues occurred because he was on military leave training national guard and army reserve units that were being deployed to Iraq and Afghanistan—not once, but twice during the 24-month period.

Vallone is not alone in being disqualified because of military service. Local 97 Secretary-Treasurer Patricia Ward-Jenkins was barred from running for convention delegate because she paid her



right thing for members on military leave. Our union should lead by example."

Time to End the 24-Month Rule

The controversy brings to light an extreme example of the many Teamsters who are unfairly disqualified by the 24-month rule—including Teamsters who make late dues payments or go on temporary withdrawal because of pregnancy, on-the-job injury or other factors.

UPS Teamster Nichele Fulmore was barred from running for delegate in North Carolina Local 391 last fall because she

"The Election Rules disqualified me just because my husband and I decided to start a family."—Nichele Fulmore, Local 391, North Carolina



went on pregnancy leave in July, 2003.

Countless Teamsters have been prevented from running for union office because they missed dues payments after on-the-job injuries.

The 24-month rule hurts Teamsters of all political views. Ward-Jenkins is a Hoffa supporter. Vallone and Fulmore back Leedham. All deserve a voice in our union.

It obviously makes sense that members must pay their dues to be eligible to run for union office. But with all of these problems—and with the Election Supervisor and Appeals Master both stating their dismay at the inflexibility of the 24-month rule—it's clear that it's time to draw up a new eligibility rule that doesn't disqualify dedicated Teamster members based on technicalities.

That rule can and should be approved at the upcoming Teamster Convention.

Labor Shorts



Bouvier accused of offering \$25,000 bribe

Gil Davis, the head of Toronto Local 847, has accused Robert Bouvier, International Vice President and President of Teamsters Canada, of offering a \$25,000 bribe to get Davis to sign an inferior contract. In a Feb. 9 letter to all IBT International officers, brother Davis charges that Bouvier offered the bribe to sign a weak contract with Garda, an airport security firm where Robert Bouvier, Jr. is the management head of Human Relations. Davis also states that he reported this serious charge of corruption at a meeting with James Hoffa and his PR man, Richard Leebove, but that Hoffa simply "got up and left the room." The IRB is investigating the matter.

Hoffa, Keegel and Picasso

Reports are circulating that your dues paid a whopping \$120,000 for portraits of Hoffa and Keegel to hang in the marble palace. Maybe a nice photo would do, and use the big money for organizing. We'll obtain the LM-2 financial report in April and hopefully get the bottom line on the vanity portraits.

Your dues went up—did Hoffa's?

Members of Pontiac, Mich. Local 614, Hoffa's home local, protested that he pays too little dues. Hoffa pays \$63 per month, but 2.5 times his hourly rate would be \$302 per month. The protest was filed by members who call themselves UTAH: United Teamsters Against Hoffa. The Election Supervisor ruled that Hoffa is eligible to run for reelection, because it is long-standing practice for International officials to pay the same dues as working members in their local unions.

Keegel on Elections

General Secretary Treasurer Tom Keegel's election literature in his own Local 120 states, "They [his opposing candidates] just continue to use the rules to expose you to more elections." Expose you to elections?! A common Hoffa-Keegel theme is that since they won in 2001, there should not be any contested election this year, just a coronation. But in a democracy, isn't the idea to have membership choice, and for the opposition to have a right to grow and try to become the majority?

Keegel on Education

In Tom Keegel's February written report to the General Executive Board, he stated, "Last week the leadership and development department conducted a two-day workshop for new officers . . . Unlike previous training sessions, the presentations were by those having direct knowledge of the subject."

What? For all the previous years of the Hoffa-Keegel administration they were using trainers with no knowledge of the subject?! Actually, the former Education Department, which Hoffa abolished last year, held four-day Teamster leadership academies that covered a range of topics, including membership involvement, organizing, bargaining and grievance handling.

dues late when she was activated to serve in Iraq.

In upholding Ward-Jenkins' ineligibility, Election Appeals Master Kenneth Conboy said, "I share the dismay of the Election Supervisor that an IBT member, on active military service of the United States in time of war, whose continuous dues payment was inadvertently interrupted, is thereby precluded from seeking election to Union office."

But the 24-month rule provides no exceptions for military leave or other involuntary leaves of absence. Does that really make sense?

"The last thing on your mind when you're called up for military service is paying your union dues on time," Vallone said. "We call on employers to do the

Need a Copy of the IBT Election Rules?

TDU has copies of the complete 2006 Election Rules. You can obtain a copy by contacting us at (313) 842-2600 or at info@tdu.org.

Hoffa Tries to Distract Effort

Warehouse Workers Rally for Jobs in NYC

New York City Teamsters rallied on the steps of City Hall on March 5 to protest comments by the head of the city's Economic Development Corporation (EDC) calling Teamster warehouse workers "the lowest rung workers" whose jobs should be scrapped.

Local 805 members have been fighting the city's EDC, which is trying to

port jobs and make a "public commitment to respect the workers of this city."

Politics of Division

The day before the rally, Local 805 members received a pre-recorded message from the Teamster General President. But Hoffa wasn't calling members to turn them out for the rally. Instead, Hoffa called to attack Sandy Pope.

Hoffa has poured thousands of dollars into the Local 805 delegate election to try to defeat Pope, a candidate for International Vice President. But you would think the General President could put politics aside for one day while members are fighting for their jobs.

"The day before we're uniting at City Hall to save Teamster jobs, including mine, President Hoffa was phoning us to try to divide our local. And he's the head of the 'Unity Slate,'" said shop steward Michael Ambrose. "To me, unity is about bringing workers together to win a better future for ourselves. That's what Sandy Pope has done for us at American Warehousing."

In January, a mobilization by Teamster members forced the Port Authority to allow a blockaded ship to dock at the port so it could be unloaded by Teamsters. That victory has saved their jobs for now.

The fight to preserve Teamster port jobs continues. It would be nice if Hoffa would join it.

"The day before we're uniting at City Hall to save Teamster jobs, including mine, President Hoffa was phoning us to try to divide our local."—Shop Steward Michal Ambrose

shut down the last working port in Brooklyn. Teamster Local 807 jobs are also on the chopping block.

Carrying signs that said, "Save my job," and "We are NOT low-rung workers," Teamsters rallied on the steps of City Hall along with supporters from other locals and pro-labor politicians.

Local 805 President Sandy Pope told the rally, "This city is not run by Wall Street or the city bureaucrats. It is run by the people who move the goods."

Pope called on the mayor to save the



Local 805 members rally at City Hall in New York to save Teamster jobs. President Sandy Pope is flanked by Congressional Rep Jerald Nadler (right) and City Councilperson David Yassky (left).

Boston Movers Fight to Preserve Their Work

Local 82 members call for help from IBT

Commercial movers in Boston Local 82 are used to battling the nonunion competition. But now there's a new group trying to take their work: union Carpenters.

The Carpenters have been threatening customers with slowdowns if they don't get the moving work which has always been in the Teamsters' jurisdiction. And the tactic's been working.

Now Local 82 members are fed up and fighting back.

When movers from Walsh Moving Company showed up at a recent job at 100 Federal St. in Boston, they found Carpenters already unloading the trailers. They alerted their fellow Teamsters at another moving company, Casey and Hayes, and members came down and confronted the carpenters, snapping their pictures.

A business agent for the Carpenters showed up and so did Local 82 Secretary

Treasurer John Perry. When the dust had settled, the Teamsters got the work.

"We don't do the carpenters work, and we expect them not to do ours," said Ralph Gaskell, a Local 82 shop steward at Casey and Hayes.

Members have started to distribute a letter from the local to building managers asking them to respect each union's jurisdiction.

"We're ready to defend our jobs. It's time for some backup from the International," said Joe Wright, one of the movers who confronted the carpenters on the Federal Street job.

Members point out that the Carpenters, like the Teamsters, are in the new Change to Win Federation.

A key Change to Win principle is that unions should organize in their jurisdiction.

"It's time for Hoffa to make a call to the Carpenters and put an end to this nonsense," said Eddie Adams, an assistant steward at Casey and Hayes who also confronted the Carpenters at Federal St. "Then we need to get to work organizing the nonunion companies."

Ask the Teamster Troublemaker

Wants Backpay for All

Dear Teamster Troublemaker: I filed a grievance demanding that the company pay "all affected workers" who had been denied holiday pay. My business agent told me the grievance would only cover the members who personally signed it. I say he's full of it. Who's right?

Teamster Steward

Dear Steward,
You're right. And it's not a close call.

If your BA was right, then management could get away with violating an employee's rights every time, as long as they could intimidate him or her out of signing a grievance. That would make for a pretty toothless grievance procedure.

The contract is an agreement between management and our union—not between management and individual workers. The grievance procedure is a tool that gives the union the right to protest and resolve violations of the contract by management.

As a steward, it's especially your job to police the contract and file grievances when management violates members' rights. But any Teamster can file a grievance on behalf of themselves or other employees.

Tactically, it can be a good idea to get

a large number of members to sign a grievance. Group grievances are a personal favorite of the Troublemaker. I use them to send management the message that lots of members are concerned about a problem and we want it resolved.

But even when I'm filing a group grievance, I use the language "all affected employees" to make sure that the grievance covers everyone, not just the members who signed it.

As always, the *The Legal Rights of Union Stewards* by labor attorney Robert Schwartz is a useful source of info on this issue. You can order a copy from TDU.

Who is the Teamster Troublemaker?

Employers are quick to label any Teamster who sticks up for the contract or questions management's authority as a "troublemaker."

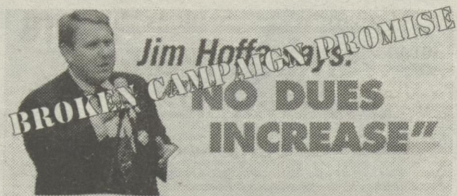
Ask the Teamster Troublemaker is a column dedicated to spreading the information that "troublemakers" need to enforce members' rights and build a stronger Teamsters Union.

If you have question or comment for the Teamster Troublemaker, call TDU at (313) 842-2600 or email us at info@tdu.org.

Ask The
Teamster
Troublemaker



Dues Hike: Where Did the Money Go?



It has been nearly four years since a special IBT Convention was held to raise dues from two hours pay to 2.5 hours pay. In that time, an additional \$525 million has been raised as a result of the dues hike. Members are asking, where did that money go? Here we present some factual answers, based on financial reports obtained from the union, including the 2005 General Secretary Treasurer report.

Who got most of the dues hike?

The dues hike generates about \$140 million extra each year. Because a large bite of it goes to the International Union, the dues income of the IBT almost doubled as a result of the increase—from about \$80 million to \$140 million per year.

Hoffa says he solved the union's finances. Has he?

Actually, the members solved it by paying an extra \$60 million per year in dues to the International in the dues hike. Since July 2002, an extra \$225 million has flowed into the International treasury.

Hoffa's own dues would be \$302 per month if he paid 2.5 times his hourly rate. But he pays \$63 per month, so it hard to see how he solved the union's finances.



How much of my dues goes to the strike fund?

3.3 percent of your dues goes to the strike fund, so about 97 percent goes elsewhere. How did we get that 3.3 percent? The IBT Constitution specifies that 22 percent of your dues goes to the International, and 15 percent of that (15 percent of 22 percent is 3.3 percent) goes to the strike fund. For example, if your dues are \$50 per month, then \$1.65 of your dues goes to the strike fund.



Doesn't the rest of the dues hike go

into organizing?

2.2 percent of your dues goes to the International's organizing program. (That's 10 percent of the 22 percent). That's about \$14 million per year. \$15.9 million was spent in 2005. Most International unions are putting much more into organizing. On \$50 dues, that's \$1.10 to organizing.

If the International Union almost doubled its income from our dues, and just these modest amounts go to organizing and the strike fund, where does the rest go?

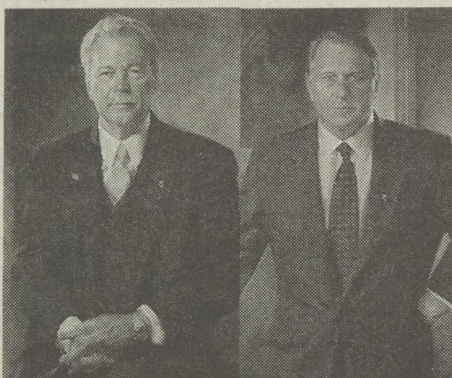
That's a good question. A good bit goes to pay 148 multiple salaries to offi-

\$100,000 Club Issue!
CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

TDU investigates and publishes the facts on Teamster finances and priorities. An informed membership makes a stronger Teamsters Union.

cials, almost all of them very large donors to Hoffa's campaign. Over \$8 million went to "communications" last year, most of it PR for Hoffa. Some went to meetings at resorts. An unknown amount went to make oil portraits of Hoffa and Keegel. While only \$1.2 million went to help corporate campaigns against employers, \$28.6 million went to administration in 2005.



An unspecified amount of dues money went to funding these oil portraits of Hoffa and Keegel.

Hoffa says the "government" costs a lot. How much?

The Independent Review Board (IRB) cost \$2.9 million in 2005, one of the smaller items in the IBT budget, and less than half of one percent of a Teamster dues dollar.

How much does the "Family Plan," the lucrative pension plan that covers top officials, cost?

\$9.9 million in 2005, almost as much as the International's organizing budget.

Who determines these financial prior-

ities?

The IBT Convention in June can set some guidelines and should. The International officers elected this fall will largely determine where the International spends money in the future. Will it be organizing and building Teamster power,

or more salaries for friends and comforts for officials?

If you have questions on Teamster finances, contact TDU for answers or documentation for your own research. Your Teamster dues dollar is a great investment; get involved to make it work effectively to build our union.



Linda Gregg speaks in favor of increasing strike benefits at the 1986 Teamster Convention

Women on Front Lines of Early Teamster Reform

Before TDU won the right for direct elections of delegates, women and minorities hardly ever made it to the floor of the Teamster Convention. The Right to Vote helped that situation.

As we look forward to building a movement that includes the voices of all Teamsters, TDU would like to take advantage of Women's History Month to acknowledge some exceptional women who have fought for their sisters and brothers against the corruption of previous Teamster leaders.

Diana Kilmury, Vancouver Local 213, enraged the old guard in 1981 when she spoke for ridding the union of its bad apples. "I didn't say you were a bunch of crooks ... [but] if you're too damn scared to have an Ethical Practices Commission that you yourselves, the General Executive Board will control, then my God, you must be up to something."

Later, Kilmury would go on to become our union's first female International Vice President in 1991. Those events inspired the film "Mother Trucker: the Diana Kilmury Story."

Linda Gregg, Denver Local 435, was one of the first women to become a local principal officer. She spoke in favor of increasing strike benefits at the 1986 convention. The majority of delegates, led by then-President Jackie Presser, voted down the proposal on the grounds that it would be too expensive and make the members too eager to strike. The previous night the

Teamsters had footed the bill for giant parties with lobster and free-flowing booze.

Ten years later, Laurie Craig from Minnesota Local 1145, spoke against multiple salaries. "Mr. Chairman, why would a union leader want to be paid two, three, or more salaries? It's against the principles this union is built upon. We are not a corporation where greed is king. We are a union of brothers and sisters. Let's unite and do what's right. Put that money, millions of dollars, to work in organizing and bargaining and strike benefits."

The proposal to eliminate multiple salaries will again be made at the 2006 Teamster Convention.

The questions these women have raised still resonate with the average Teamster.

Local 805 President Sandy Pope, a candidate for International Vice President, is the former director of the Coalition of Labor Union Women (CLUW). She is one of the three women on the still-growing Tom Leedham Strong Contracts, Good Pensions Slate. Hoffa's slate contains 21 men and no women yet.

Pope says she believes the Teamsters can realize the dreams of the women and men who faced down the old guard in decades past, and that the common-sense, members-first approach advocated by women such as Kilmury, Gregg, and others have given our reform movement a strong base for the work to be done in the twenty-first century.

Take the Teamster History Quiz

Teamster History Quiz Answer Sheet

1. How soon after the formation of the IBT did reformers challenge an incumbent president?

Two years. A slate of reformers narrowly lost against Cornelius Shea in 1905. In 1957, reformers ran against James Hoffa. They lost, but lawsuits over the election led to a board of monitors being put in place to oversee the IBT.

2. Which Teamster leader was beaten and nearly killed by opponents?

In 1908 Shea was nearly killed by opponents in New York City. TDUers Pete Camarata and Steve Kindred were attacked at the 1976 Teamster convention. Tony Provenzano, head of New Jersey Local 560 and a mob associate, was known for having opponents beaten and killed.

3. Which Teamster leader likened himself to a Roman emperor?

At the 1986 Teamster Convention in Las Vegas, Jackie Presser was carried into the sumptuous Eastern Conference party by men dressed as Roman gladiators. Hoffa's assistant Dane Passo was expelled from the IBT for attempting to make a sweetheart deal covering 1000 Teamsters.

4. Which are victories won by TDU?

All of the above.

5. During which Teamster strike were 21 people killed and 416 injured?

The Chicago strike of 1905, which started as a sympathy strike for workers at department stores and soon spread. The employer association provoked the strike. They prolonged it as a way to retaliate against the Teamsters for using sympathy strikes and for their efforts to turn the Chicago transit system into a public service rather than a private business.

6. Was TDU the only group to put forward the proposal that Teamster presidents be directly elected by the membership?

No. In 1905, Michigan Teamster George Innis proposed the referendum vote. It was voted down at convention but Innis continued to campaign against undemocratic practices in the union.

TDU put the right to vote on the floors of the 1976, 1981 and 1986 Teamster Conventions. When the Justice Department moved to put the IBT in trusteeship in the late 1980s, TDU intervened and made the case for the right to vote for IBT officers. It finally became reality in 1989.

7. When was the first time that a



1. How soon after the formation of the IBT did reformers challenge an incumbent president?

- ☐ Two years
- ☐ Twenty-eight years
- ☐ Fifty-four years
- ☐ Eighty-eight years

2. Which Teamster leader was beaten and nearly killed by opponents?

- ☐ Ron Carey
- ☐ Pete Camarata
- ☐ Cornelius Shea
- ☐ Tony Provenzano

3. Which Teamster leader likened himself to a Roman emperor?

- ☐ Tom Keegel
- ☐ Jackie Presser
- ☐ Mike Ruscigno
- ☐ Dane Passo

4. Which are victories won by TDU?

- ☐ Stopped unreasonable rules used to disqualify challengers from running for office.
- ☐ Wrote and got enacted a new law

Black Teamster served on the General Executive Board?

1976. During the 1971 Teamster Convention, Black members and officers raised concerns about the fact that there were no Black IBT representatives or GEB members. In 1976, at the next convention, the Teamster officialdom appointed John Cleveland from Washington D.C. Local 730 to the GEB. Interestingly, they created a new position on the board rather than move aside any of the white GEB members.

8. When did the first woman serve on the IBT GEB?

Not until 1991, when Diana Kilmury was elected with the Ron Carey slate. The most diverse slate to run for IBT office was the 2001 Tom Leedham slate.

9. Which Teamster president brought about the following changes in our union?

Ron Carey. He also eliminated regional conferences that were used as giant parties for highly paid officials.

giving truck safety whistleblowers protection from retaliation.

- ☐ Established fair contract votes and right to separate vote on supplements.
- ☐ Ended the 2/3 rule used by the IBT to impose contracts even though rejected by a majority of members.
- ☐ Established Right to Vote for IBT officers.

5. During which Teamster strike were 21 people killed and 416 injured?

- ☐ Steelhaul strike of 1979
- ☐ 1997 UPS strike
- ☐ Chicago strike in 1905
- ☐ Minneapolis strike in 1934
- ☐ 1999 strike against Overnite
- ☐ 1990s Detroit Newspaper strike

6. Was TDU the only group in IBT history to put forward the proposal that Teamster presidents be directly elected by the membership?

- ☐ Yes
- ☐ No

7. When was the first time that a Black Teamster served on the General Executive Board?

- ☐ 1912
- ☐ 1946
- ☐ 1961
- ☐ 1976

8. When did the first woman serve on the IBT GEB?

- ☐ 1907
- ☐ 1942
- ☐ 1966
- ☐ 1991

9. Which Teamster president brought about the following changes in our union?

- ☐ Innocent-Until Proven Guilty lan-

10. What was the group that called itself BLAST?

BLAST, the Brotherhood of Loyal Americans and Strong Teamsters, was a goon squad used to attack dissenting Teamsters. One such attack occurred at the 1983 TDU Convention. BLAST was directed by Richard Leebove. When questioned about BLAST violence against TDU, IBT President Jackie Presser took the Fifth Amendment. This became part of the racketeering case.

11. In which years did UPS Teamsters strike for better contracts or against serious problems?

All of the above:

- ☐ New York Local 804 wildcat strike of eleven days (1970).
- ☐ New York Local 804 three-month strike over full-time jobs (1974).
- ☐ Central States wildcat strikes (1976).
- ☐ Northeast strike, in 15 states for 13 weeks (1976).
- ☐ Philadelphia Local 623 strike over harassment (1978).
- ☐ Rochester, N. Y. walkout over

guage in contracts.

- ☐ Expanded protections for local union elections.
- ☐ Eliminated 100 multiple salaries paid to top officials.
- ☐ Organizing program with highest number of wins in decades.
- ☐ Human rights commission.

10. What was the group that called itself BLAST?

- ☐ A recreational group of Chicago Teamster officials.
- ☐ A fundraising committee for James Hoffa.
- ☐ A goon squad that launched violent attacks on TDU.
- ☐ Tom Keegel's bowling league.

11. In which years did UPS Teamsters strike for better contracts or against serious problems?

- ☐ 1970
- ☐ 1974
- ☐ 1976
- ☐ 1978
- ☐ 1979
- ☐ 1994
- ☐ 1997

12. What was the RISE program?

An exercise regime Hoffa implemented for the General Executive Board.

Hoffa's anti-corruption program that is now defunct.

An IBT staff wagering pool on which official's salary will rise the most in one year.

13. Who is the only Teamster president who never made a living as a rank and file member?

- ☐ Hoffa Sr.
- ☐ Roy Williams
- ☐ Cornelius Shea
- ☐ Hoffa Jr.

harassment (1978).

☐ New Jersey Local 177 strike (1979).

☐ National one-day walkout over increase of the package weight limit (1994).

☐ National strike over full-time job creation, pension and other issues (1997).

12. What was the RISE program?

RISE was the Teamsters' internal anti-corruption program. In 2004, its entire staff resigned in protest over the Hoffa administration's obstruction of their investigations. RISE stood for Respect Integrity Strength and Ethics.

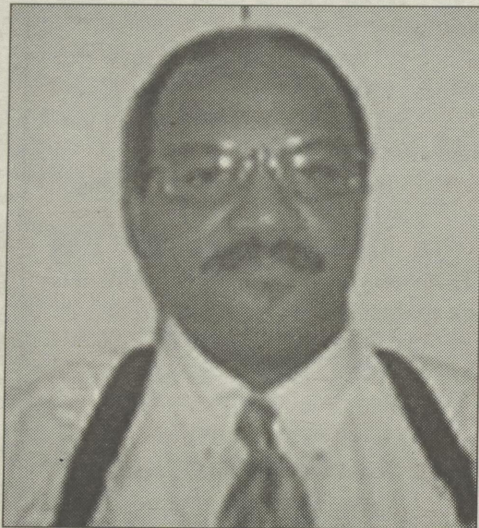
13. Who is the only Teamster President that never made a living as a rank and file member?

James P. Hoffa. As an attorney, he represented employers as well as unions.

This quiz first appeared as part of a workshop on Teamster history for attendees of the 2003 TDU Convention. If you would like the full version, contact the TDU office at (313) 842-2600.

Build TDU at the Grassroots

Membership Brings Education Benefits



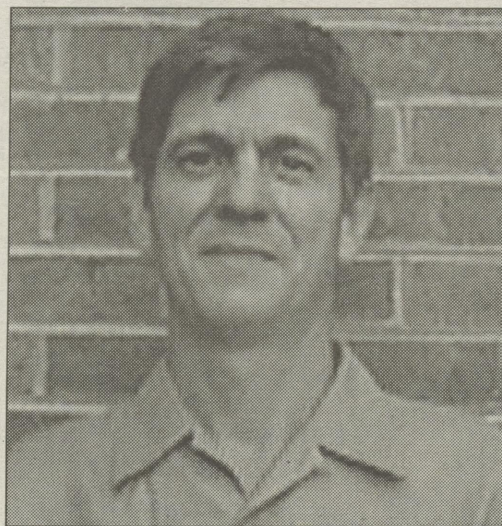
"I joined TDU for the educational benefits and information I can't get anywhere else.

"I think everyone in the Teamsters union can greatly benefit from TDU if they are open to learning more, asking questions, attending workshops and not accepting the negative information they get from those who oppose TDU.

"Those people who don't want the Teamster membership to gain knowledge and information about their union are threatened by TDU because we are educating the members and doing what the IBT should be doing all along."

K.W. Phillips
Local 667, Roadway
Memphis, Tenn.

TDU is the Members' Watchdog



"I joined TDU because we need a watchdog in the Teamsters Union, and TDU is that watchdog.

"I've been telling other Teamsters about TDU and have gotten some folks in Local 71 to join.

"We all need to get behind TDU. Join if you haven't already because TDU tells us what the national union is not telling us.

"TDU is the only place where I can get reliable information on what's going on in our union, our pension, and the freight industry."

Joel Kendrick
Local 71, Yellow
Charlotte, N.C.

JOIN TDU!

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction

☐ Production ☐ Other _____

___ \$40 one-year membership & subscription to *Convoy Dispatch*

___ \$95 three-year membership & subscription to *Convoy Dispatch*

___ \$25 for spouses, and Teamsters who gross less than \$22,000 a year

___ \$25 for retirees. Retired from Local _____

☐ Check or money order

MC/Visa/AmEx/Discover # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

TDU's Experience Helps Teamsters



"I read *Convoy* and joined TDU because they report the latest Teamster news locally and nationally and labor news in general.

"At the Teamster Convention in 2001, TDU gave us good advice and great support. I know they'll help us again this year."

Sharon Mikulich
Local 743, Univ. of Chicago
Chicago

Save the Date!

TDU Rank and File Convention
September 22-24, Cleveland

Already a TDU Member?

Help Keep TDU Growing: Ask A Co-Worker to Join!